

# The role of topnotch leaders in fostering employee creative behavior

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# The role of topnotch leaders in fostering employee creative behavior

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**Abstract**—Topnotch leaders are leaders who are expected to build an organization. A number of successful organizations achieve their goals and objectives, because they are directed by leaders who are chosen according to their leadership capabilities. Vice versa, there are some (cases) of organizations that fail to reach their goals, even disband or die because they are directed by leaders or "heads of organizations" that are not capable (Akib, 2014). Therefore, to be a topnotch leader, he must of course have a creative attitude in navigating the era of globalization. Especially now, every organization is not only able to achieve its objectives but is able to create effective innovations. In fostering creative behavior can be seen from the SEKI model, namely: Socialization, Externalization, Combination, and Internalization.

**Keywords:** Topnotch Leader, Creative Behavior, SEKI Model.

## I. INTRODUCTION

In the era of globalization increasingly demands that every organization is able to work quickly and provide significant change (Ghouri, Akhtar, Shahbaz, & Shabbir, 2019; Kaur, Gupta, Singh, & Perano, 2019; Niswaty, Juniati, Darwis, Salam, & Arhas, 2019; Rzepka, 2017). Therefore, organizations need leaders who are always ready to face the demands of the change (Bowers et al., 2017; Hristov et al., 2018; Kassotaki, 2019; McClanahan, 2019). However, to see the seeds of the ideal leader is certainly not an easy thing to look for. It requires a special talent that can be accepted by all parties.

The leaders of the Indonesian people who were previously not ordinary people or not included in the criteria of dream as a leader, but there are some traits that might still be felt less to be said to be the ideal leader of the Indonesian nation (Fahmi et al., 2016; Furu Holt & Wahid, 2008; Joakim & White, 2015; Pekerti & Sendjaya, 2010). Maybe there are some of us who could feel and remember the leadership of various leaders of the Indonesian nation, such as the leadership style of Sukarno, Suharto, B.J. Habibie, Megawati Soekarno Putri, Abdurrahman Wahid, and Susilo Bambang Yudhoyono, and who still serves now are Joko Widodo. Apart from the shortcomings of the previous leaders of the Indonesian people, at least they have contributed a little to building a nation that we both love. Of the many leaders of the nation, surely everyone has a different view in looking at each type of topnotch leader.

Topnotch leaders are the type of leaders who are able to be accepted by anyone, both friends and opponents (Daraba et al., 2018; Nathan et al., 2017; Rapp et al., 2015; Rengifurwarin et al., 2018; Wang et al., 2019). Like the Prophet Muhammad SWT is a leader who is able to prove that not only are the people who are amazed by the type of leadership they carry out, but it has been recognized by other people who are clearly their enemies. However, now to find the topnotch figure is very difficult because to become a leader

must spend a lot of material to obtain the throne as a leader. For example, from high level and lowest level leaders such as the president to the village head level to obtain the position, they must spend funds as a dowry to nominate themselves even more during the election process, in order to win the hearts of sympathizers to be appointed as leaders.

Based on this phenomenon, of course it is difficult to get topnotch leaders because it is only from a poor selection process, so it will certainly cause seeds of problems as experienced by this country. On the other hand the figure of leader after being elected is expected to have capabilities and be able to provide significant change.

## II. TOPNOTCH LEADER

Discussing topnotch leaders certainly has a philosophy that is the foundation so this topic is interesting to study. as the phrase conveyed by Akib (2014) describes topnotch leaders such as the character of our thumb as learning or understanding the meaning behind the reasons why fishermen who put their fish in a basket with the "head" position of the fish below. The question is why leaders and leadership are always interesting to talk about, what kind of symbolic articulation of topnotch leaders is intended, and how the topnotch character is identical to the fish character that is placed in a basket with the head down.

Symbolic topnotch leaders are symbolic meanings that can be given to people who are chosen or chosen based on their core competencies (Sperandio, 2015) and leadership capabilities (Kassotaki, 2019). Thus, people can be considered as topnotch leaders because the type or style of leadership that is played can represent the character of the thumb or thumb of the human (Akib, 2014a, 2014b).

Top thinkers, it can also be stated that the elected and elected leaders are actually topnotch leaders, because it is produced through an ethical, aesthetic, and democratic election process (political transactions) (read: Leader Analogy in Election Political Transactions: Haedar Akib , Tribune Opinion July 17, 2014). This view provides an illustration that the importance of topnotch philosophy is an inspiration to future leaders or in the era of globalization.

### Employee Creative Behavior As An Impact Of Topnotch Leaders

Efforts to determine the leaders of Bergman, Rentsch, Small, Davenport, & Bergman (2012) explain that the mechanism for getting leaders in organizations can be done at least through two approaches, namely through the appointed and through the elected. According to the rules of the language, appointed from the word appoint means to lift or point and usually people who symbolically point using the index finger, while elected from the word elect means to choose, where people who choose often show symbolic appreciation to the people chosen by raising a thumb or thumb, so that the chosen person is considered a topnotch person.

Furthermore, topnotch leaders are not only able to be accepted by friends and foes but must also have other talents that are able to improve the creative behavior of employees / members in an organization. A leader must also have enough knowledge in protecting his members. The presence of topnotch leaders must be demanded to have knowledge in organizations as a catalyst for knowledge creation through the SEKI model - socialization, externalization, combination and internalization (Katsuhiro Umemoto, Managing Existing Knowledge in (Choo & Bontis, 2002).

The explanation of the SEKI model will be explained as follows:

#### Socialization

A topnotch leader in carrying out the mandate given, must be able to disseminate to subordinates every program that has been planned and the policies that have been taken. The socialization process can be done through face-to-face meetings such as meetings, discussions, monthly meetings, education and training (training) by changing tacit trainers into tacit knowledge of employees (Jamaluddin, Salam, Yunus, & Akib, 2017; Niswaty, Darwis, Alimuddin, & Salam, 2016; Saggaf, Salam, Kahar, & Akib, 2014). With this socialization, employees are expected to be able to work creatively and innovatively.

#### Externalization

The externalization process can be realized, among others, by documenting minutes of the meeting or the results of the discussion (which is an explicit form of knowledge created during the meeting) in electronic

form to then be stored and published for those who need it through the existing information system in the organization (Arokiasamy, Abdullah, & Ismail, 2015; Jo, Lee, Lee, & Hahn, 2015; Van Wart, Roman, Wang, & Liu, 2017). The process, will discipline every employee or employees so that they always work optimally in carrying out their main tasks and functions.

#### Combination

The combination process occurs when explicit knowledge to explicit knowledge. Media for this process can be done through the exchange of working documents, intranets (discussion forums), organizational databases and the internet to obtain external sources (Pitelis & Wagner, 2019). The combination process, a leader is able to direct employees or employees to be able to exchange information so as to add insight from every employee or employee who works.

#### Internalization

Internalization is formed through changing explicit knowledge to tacit knowledge (Smith, 2001). Explicit sources of knowledge that can be obtained through intranet media (organizational databases), circulars / decision letters, notice boards, internet, mass media and all documented data, information and knowledge that can be read by others, which is useful to improve knowledge of human resources (Hau, Kim, Lee, & Kim, 2013). Where leaders demand employees or employees to find out online and offline media to be processed as attractive as possible in an effort to provide accurate, sharp and reliable information (censoring television / SCTV information broadcast expressions).

From the four explanations of the SEKI model, it illustrates that topnotch leaders are not only able to be accepted by friends or opponents from every aspect but must have adequate knowledge. So that members of the organization or employees are able to think creatively and innovatively in responding to the challenges of globalization that demands rapid change.

### III. CONCLUSION

Efforts in creating employees who have creative behavior in an organization, it requires a topnotch leader figure who is able to be accepted by friends and opponents. Not only with the appointment but the leader, has adequate knowledge in every aspect. This knowledge can be in the form of capabilities expressed in the SEKI Model, namely: (1) socialization, (2) externalization, (3) Combination, and (4) Internalization.

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